

SPOTLIGHT

BOARD OF GOVERNORS MEETING

MARCH 7-8, 2025

UPDATES

SHP Board of Trustees Presentation - Thomas Friedman, Executive Administrator

State Health Plan Executive Administrator Thomas Friedman visited the board on Saturday to discuss proposed changes to the Plan, including premium increases.

The Clear Pricing Project is ending. Briner's staff argues that it actually cost around \$100 million because providers who charge more than the reimbursement rate.

Premium increases are expected for all plans except the 70/30 plan for non-Medicare retirees, which will remain premium free. The increases will range from \$35-\$150 a month depending on income and plan choice.

Dependent coverage will remain expensive for now. He said the Plan hopes to find ways to make it more affordable, though.

Friedman also said the Plan intends to cover GLP-1 drugs for weight loss once again, possibly as soon as next year.

Board members pushed back on the premium increases, pointing out that state employees and retirees can't afford them. Instead, the Plan should push for transparency in contracts to lower costs.

The State Health Plan Board of Trustees will vote on premium and benefit changes in August.

UNC Staff Assembly Presentation - Chairwoman Shayna Hill

UNC System Staff Assembly Chairwoman Shayna Hill presented President Kirk Montgomery and Public Education Chairman Mark Dearmon with a plaque in recognition of SEANC's support as the naming sponsor of the 2024 Chancellor's Cup Golf Tournament Award. Next Year's tournament will take place in Waynesville.

Brasco Marketing Presentation - Mike Noebels, Madison Morgan, Kristen Englehart

At President Kirk Montgomery's request, the Communications Department worked with Brasco Marketing of Raleigh to develop a strategy to boost SEANC's marketing efforts. Representatives from Brasco presented the plan at the board meeting.

The strategy focuses on increasing memberships of early and mid-career state employees, the major area of possible growth for SEANC. We also want to enhance the perception and statewide visibility of the organization.

The team reviewed challenges facing SEANC and possible solutions, including a larger and more impactful presence online and on social media, focused email campaigns, and more concise messaging.

The board approved moving forward with implementing the strategy over the next five months.

SRS Update - Brian Neesby

Neesby gave an update on the progress of the new database system. The new system has successfully fixed many of the problems associated with Impexium

Originally, Beacon alone accounted for over half a million dollars in exceptions caused by defects in Impexium. An exception occurs when a payment returned by the payroll unit cannot be matched to its original request and properly allocated among the related insurance policies or other obligations. Toward the end of Impexium's service period, exceptions were estimated at around \$8,000 per month. Currently, there are ZERO new exceptions.

Bill file errors have been cut by two-thirds and continue to improve monthly.

Nearly 500 duplicate accounts have been closed.

There is still work to be done as we move into Phase 3 of the project.

CIVIC Federal Credit Union - Jamerson Pearson, Member Engagement

Pearson explained changes for Local Government Federal Credit Union, which is now CIVIC Federal Credit Union. As of June 1 it will no longer be affiliated with State Employees Credit Union. Pearson's presentation is in the BOG Post-Packet. For more information, visit civicfcu.org/lgfcu-hub



LEADERSHIP REPORTS

President's Report – Kirk Montgomery

- President Kirk Montgomery spoke at a State Health Plan Board of Trustees meeting in the fall on the need to keep premiums affordable for employees and retirees
- He asked the staff to investigate the cost of having a board meeting outside of Raleigh. Options were presented for events in both the East and the West. Both would cost significantly more than at the office. After much debate, the board decided against it this year.
- The Executive Committee made a motion to revisit the prior vote on changing the policy on reserves from 12 months to 9 months. The board unanimously approved the change.
- Montgomery asked staff to take bids for remodeling the AV system in the conference room, which is long due for updates. The board decided to accept the bid from Sharp for a complete rebuild.

First Vice President's Report – Wendell Powell

- Powell attended many meetings and events including meeting with legislators, EMPAC Statewide Membership and Republican House and Senate Caucus Receptions.
- District Chairs: continue to create a space within our districts where new employees, young employees, and seasoned employees can join and become empowered and active within the association.

Second Vice President's Report – Emily Jones

- Jones attended many events throughout the state spreading the importance of SEANC membership, and recruited members.

Past President's Report – Martha Fowler

- Fowler met with Past Presidents to update them on the November BOG meeting.
- She has attended several SEANC Insurance Webinars, the Retirement Systems Board of Trustees meeting and Coalition on Aging meetings.

Treasurer's Report – Stacie Crabtree

- Crabtree reported that SEANC's budget is on track for the fiscal year.

Executive Director's Report – Ardis Watkins

- Watkins reviewed a busy start to the General Assembly long session for issues important to state employees and retirees
- Bitcoin Bill: This bill sponsored by the Speaker of the House would allow the State Treasurer to invest 10% of the state retirement system in Bitcoin ETFs. This equals around \$12 billion. Cryptocurrency is very volatile and may result in heavy losses. SEANC is opposed to the bill and is the only group fighting it.
- DEI (Diversity, Equity, & Inclusion) Bill: A bill proposed by Rep. Brenden Jones would ban DEI initiatives in state government and impose criminal punishments for anyone who promotes them.
- The House has set up a Select Committee on Governmental Efficiency to look at cost savings in state government. Chairman John Torbett appeared on this week's episode of the SEANC View Podcast.
- State Health Plan premiums: Premiums are proposed to increase (see item in highlights).
- Dues Deduction Bill: This bill is currently in the Senate Rules Committee. We continue to monitor it, as well as any attempt to put it in the State Budget.
- Items of note from the management team:
- Lynn Cote explained there are now envelopes in the Membership Booklets to keep applications from getting lost in the mail.
- Ardis will speak at the upcoming WAGE Conference on SEANC's success.
- IT has a new process for switching members from active retired that has allowed us to capture more retiring members.
- Finance has revised financial reporting form to make it more transparent and clear. There will be training.
- Please send District Bylaws changes to Brenda Johnson and district minutes approved to the finance department.

Convention Report – Brenda Johnson

- The convention will be held Sept 3-6, 2025, at Koury Convention Center in Greensboro.
- A motion proposed by District 27 Chairwoman Chevella Thomas to charge districts a \$25 registration fee per delegate/alternate/SEANC guest was approved by the board.
- A motion proposed by Retiree Council Chairman Jamie Robinson to add seconding speeches to the agenda was approved.



COMMITTEE REPORTS (CONTINUED)

Audit – Alicia Simpson Warren

- The committee met on Jan. 23 and March 6-7.
- Training for Square will be held on March 13 from 12-2 p.m. and March 18 from 6-8 p.m.
- The board approved a motion stating that the committee may withhold dues rebates from any district that is more than 60 days delinquent in their financial reporting.

Awards – Staff Liaison Beth Dew for Marie Tate**2025 nomination forms are available online (seanc.org/awards).**

The committee met on Feb. 4 via Zoom to discuss the criteria for the 2025 state awards. The number of nominations submitted last year were an all time low. To increase district and member participation in the program, the committee implemented the following:

- **Monetary awards during Convention:** Distinguished Service - \$300; Member of the Year - \$200; District Chairperson of the Year - \$200
- **District of the Year nomination form is streamlined** for ease of completion.
- **The deadline for awards nominations is 4 p.m. Friday, July 18** (Friday of the July BOG meeting). District of the Year **Scrapbooks must be given to Beth Dew** no later than 4 p.m. Fri., July 18. District Chairperson, Distinguished Service and/or Member of the Year nomination forms: Either complete an electronic form online or scan and email a hard copy to bdew@seanc.org no later than 4 p.m. Friday, July 18.

Nominating Restrictions:

- The same district may not win the District of the Year Award more than two years in a row.
- Award recipients are not eligible to win in the same category two years in a row.
- Members may not nominate the same individual in multiple categories each year.
- Multiple member submissions using exactly the same completed nomination form are discouraged.

The Awards Committee Judging Meeting is scheduled for Aug. 6 beginning at 10:30 a.m. at the SEANC office in Raleigh.

Benevolence – Deborah Fleming

- Please send pictures for the memorial presentation to jowens@seanc.org.

Bylaws – Kim Martin

- No update

Connections – B.K. Garrett

- Chairman Garrett, Officer Liaison Emily Jones and Connections Committee Advisor Linda Rouse Sutton will meet soon to discuss refining the language/requirements in the Connections Committee Policy and Procedures, giving the committee more flexibility in distributing funds to members who have suffered from declared natural disasters.

DHHS Study – Kathy Merritt

The committee has actively participated in many monthly NCDHHS meetings via Zoom.

Goals for this year:

- Meeting with the new DHHS leadership.
- Meeting with Kelly Crosbie, Director of the Division of Mental Health, Developmental Disabilities and Substance Abuse Services
- Hosting a town hall meeting with Sen. Jim Burgin and some members of the Health and Human Services Legislative Oversight Committee.

If you would like the committee to attend an event at a DHHS facility, contact Lynn Cote, Suzanne Beasley, or Kathy Merritt. If you would like to participate on the committee, contact Kathy Merritt at 919-738-8729 (cell) or 919-947-9130 (work/desk).



COMMITTEE REPORTS (CONTINUED)

Emerging Leaders – Tracy Webb

- ELC had a service day on Dec. 14 at the SECU House and Ronald McDonald House in Chapel Hill and donated over \$1,000 in toys and \$800 in food. Thanks to Districts 10, 16, 18, and 41 for their support.
- ELC held an Adopt-a-Highway cleanup on Jan. 25
- On Feb. 1, ELC members and District 69 volunteered at the Food Bank of the Albemarle in Elizabeth City and packed over 600 boxes of food.
- The council is planning a group effort in the West to help with recovery efforts, as well as a leadership training and Health and Wellness Day.

EMPAC – Junior Hulen

The committee met on Feb. 8 at the SEANC office.

2026 election preparation: Area committees must be organized. Get your members involved.

Goals for this year:

- Getting to know your legislators and hold them accountable.
- Increase EMPAC investors by 10%
- EMPAC 101 Training - Copies of the training were given to EMPAC representatives for area committee training.

Growth and Expansion – Charles Streater

- The committee will meet in March.

Insurance Board – Janice Smith

- The IB committee met virtually on Feb. 12.
- The insurance product commissions received thus far indicate we are on target for our projected revenue goal.
- Members are using the Healthiest You policy by Teladoc. There has been an increase in policy usage for mental health. Remember the policy offers unlimited use with 24/7 accessibility with no copay and covers all members of the household for \$10/month.
- Educational Sessions continue to be offered to SEANC members every first Tuesday of the month and have been successful and well received.
- The IB is initiating a mentor program.
- The next scheduled meeting will be held in person at the Raleigh office on May 7.

Investment Advisory – Chevella Thomas

- The committee recommended the board allow it to make available up to \$500,000 from the money market account for an investment firm to invest on SEANC's behalf. The board approved the motion.

Membership – Cliff Johnson

- Recruitment Incentives - \$10 per member until May 15. Must have a minimum of two members to submit an incentive form. Each SEANC member that recruits at least one new member will be entered to win a SEANC swag basket and \$100 gift card.
- Doris Day District 17 won the drawing for drawing for a gift basket and \$100.
- The Quarterly Rocket Growth - Reach for the Stars Award went to District 11 Chairman AD Hall.
- April 1 is the deadline to have annual meeting scheduled.
- The Membership Committee Action Plan was approved on Feb. 11. An outline of the plan was included in the pre-packet.

Policy Platform – Rashia Norman

- Policy Platform Advisory and statewide committees met on Jan. 28. They discussed their roles and expectations as well as policies and procedures of policy platform
- They reviewed how to access the policies, member concern form, PP Modification form, and PP objective form for submittal online.
- The committee hopes to have 10 new platform items to vote on at this year's convention.



Prison Reform – Deborah Harney

- The Prison Reform Committee is developing a detailed analysis of the problems of the Department and propose solutions, focusing on staff shortages, retention, wellness, safety and equipment.
- The One Voice National Medal of Honor nominating deadline is March 15, 2025. The committee nominated Probation Parole Officer Qadira Jones. While traveling in Gaston County, Officer Jones drove up on a serious motor vehicle accident and saw that the vehicle was in flames. She pulled over and helped a young woman and her child from the burning car. She stayed with them until firefighters and police secured the scene. The winners will be announced in April.

Public Education – Mark Dearmon

- The committee met via Zoom on Feb. 12.
- Public Schools - Member Relations Representative Brad Langhans is working with the Government Relations staff regarding educational issues. Executive Director Ardis Watkins will send a letter to all public school superintendents encouraging them to allow SEANC to participate in convocations in their districts later this summer.
- Community Colleges - A letter will be sent to all of the community college presidents introducing them to SEANC and encouraging access. We encourage district chairs who have a community college in their district to work with our Member Relations Representatives to set up Employee Appreciation and Member Recruitment events in their district.
- This year's Chancellors Cup Golf Tournament will be in Waynesville to help promote the western part of the state that was devastated by Hurricane Helene. The committee decided to sponsor the tournament. We are asking the 14 districts that have a university in their district to contribute at least \$500 for each university to the sponsorship. This will give SEANC the opportunity to network with university leaders and give a boost to the economy of estern North Carolina.

Retiree Council – Jamie Robinson

- The Retiree Council met on Feb. 14. State Treasurer Brad Briner came to the meeting and discussed many topics including the retirement system, COLAs, the State Health Plan, and Bitcoin investment.
- Upcoming retiree forums: March 11 in Creedmoor with Districts 21, 26 and 28; March 13 in Polkton with District 13; and April 15 in Roanoke Rapids with District 56.
- Next meeting is May 8, 2025.

Scholarship Foundation Board – Nicole Hunter

- A scholarship training session will be held on March 13 at 6:30p.m. via Zoom. This session is intended for all District Chairs, District Scholarship Chairs, Foundation Board members, and field staff. The session will be recorded and made available on YouTube, allowing District Scholarship Chairs to use it as a resource when training their committee members on the scholarship judging process.
- District Judging will take place from April 28 to May 9.
- The Scholarship Board will meet on March 20 at 9:30 a.m. and again on May 14 at 9:30 a.m., both via Zoom.
- Flyers for the April 19th Scholarship Event will be included in the BOG packet. These flyers will feature a QR code for easy payments through the event registration form.



MOTIONS

- **PASSED:** To accept and approve the Agenda for the SEANC Board of Governors' Meeting for Friday, March 7, 2025 – Saturday, March 8, 2025.
- **PASSED:** To accept and approve the Minutes from the SEANC Board of Governors' Meeting of Friday, November 22, 2024 – Saturday, November 23, 2024.
- **PASSED:** To accept and approve the Minutes from the SEANC President's Retreat of Thursday, January 16, 2025 – Friday, January 17, 2025.
- **PASSED:** To move forward with Brasco Marketing for the next five months when money is available.
- **PASSED:** That it shall be the policy of SEANC to maintain a cash reserve of at least nine (9) months' operating expenses to be available in the event of financial emergencies. This amount shall be calculated by taking the average of the past three (3) fiscal years' total operating expenses.
- **PASSED:** Adapt language in the SEANC Operations Manual to read from 12 months to 9 months for the cash reserves.
- **PASSED:** To go with the Sharp Option A for the conference room for audio and video upgrades to purchase outright at the purchase price of \$182,832 with a service agreement (support contract) for five years of \$10,875.
- **PASSED:** To revise the State Membership Committee Operational Policy/Procedures as follows: While all SEANC Officers (except the Treasurer) are ex-officio members of all committees and are encouraged to actively participate in discussions, only the assigned Officer Liaison, or Officer designee, as named in the minutes, is allowed to vote with the committee.
- **PASSED:** To revise the Retiree Council Operational Policy/Procedures as follows: To read: 7. While all SEANC Officers (except the Treasurer) are ex-officio members of all committees and are encouraged to actively participate in discussions, only the assigned Officer Liaison, or Officer designee, as named in the minutes, is allowed to vote with the committee.
- **PASSED:** That SEANC uses \$500,000 as an investment threshold to complete a proposal to procure an investment firm. Funds to be invested will be taken from the Money Market account.
- **PASSED:** To renew the \$3.4 million CD upon its maturity in March for a 12-month period.
- **PASSED:** That districts pay a registration fee of \$25 per delegate, alternate, and SEANC guest for the SEANC convention effective today.
- **PASSED:** That we bring back seconding speeches for the annual SEANC convention as this is an election year.
- **PASSED:** To revise the Insurance Board Policies and Procedures in the SEANC Operations Manual to provide clarification and editorial changes to processes.
- **PASSED:** Membership dues rebates may be withheld for any District that is 60 days delinquent on their monthly financial reporting. Rebates may be withheld until all delinquent financial reports have been received and approved by the SEANC Finance Department.

ANNOUNCEMENTS

- District 28 Chairman DuBoris Peterkin is running for SEANC President.

NEXT BOARD OF GOVERNORS MEETING IS MAY 16-17, 2025

